

+ OFFICER EVALUATION REPORT For use of this form, see AR 623-105; the proponent agency is ODCSPER										SEE PRIVACY ACT STATEMENT ON DA FORM 67-9-1 +													
PART I - ADMINISTRATIVE DATA																							
a. NAME (Last, First, Middle Initial)										b. SSN			c. RANK		d. DATE OF RANK Year Month Day			e. BRANCH		f. DESIGNATED SPECIALTIES / PMOS (WG)			
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND															h. REASON FOR SUBMISSION								
i. PERIOD COVERED						j. RATED MONTHS		k. NONRATED CODES		l. NO. OF ENCL		m. RATED OFFICER COPY (Check one and date)				n. PSB INITIAL		o. CMD CODE		p. PSB CODE			
FROM		THRU										1. Given to Officer				Date							
Year	Month	Day	Year	Month	Day							2. Forwarded to Officer											
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)																							
a. NAME OF RATER (Last, First, MI)										SSN		RANK		POSITION				SIGNATURE				DATE	
b. NAME OF INTERMEDIATE RATER (Last, First, MI)										SSN		RANK		POSITION				SIGNATURE				DATE	
c. NAME OF SENIOR RATER (Last, First, MI)										SSN		RANK		POSITION				SIGNATURE				DATE	
SENIOR RATER'S ORGANIZATION										BRANCH		SENIOR RATER TELEPHONE NUMBER				E-MAIL ADDRESS							
										d. This is a referred report, do you wish to make comments?		e. SIGNATURE OF RATED OFFICER				DATE							
										<input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No													
PART III - DUTY DESCRIPTION																							
a. PRINCIPAL DUTY TITLE															b. POSITION AOC/BR								
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1																							
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)																							
CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions																							
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)										Yes		No				Yes		No					
1. HONOR: Adherence to the Army's publicly declared code of values										<input type="checkbox"/>		<input type="checkbox"/>		5. RESPECT: Promotes dignity, consideration, fairness, & EO		<input type="checkbox"/>		<input type="checkbox"/>					
2. INTEGRITY: Possesses high personal moral standards; honest in word and										<input type="checkbox"/>		<input type="checkbox"/>		6. SELFLESS-SERVICE: Places Army priorities before self		<input type="checkbox"/>		<input type="checkbox"/>					
3. COURAGE: Manifests physical and moral bravery										<input type="checkbox"/>		<input type="checkbox"/>		7. DUTY: Fulfills professional, legal, and moral obligations		<input type="checkbox"/>		<input type="checkbox"/>					
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier										<input type="checkbox"/>		<input type="checkbox"/>											
b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in																							
b.1. ATTRIBUTES (Select 1)		1. MENTAL		YES NO		2. PHYSICAL		YES NO		3. EMOTIONAL		YES NO											
Fundamental qualities and characteristics		Possesses desire, will, initiative, and discipline				Maintains appropriate level of physical fitness and military bearing				Displays self-control; calm under pressure													
b.2. SKILLS (Competence)		1. CONCEPTUAL		YES NO		2. INTERPERSONAL		YES NO		3. TECHNICAL		YES NO											
(Select 2)		Demonstrates sound judgment, critical/creative thinking, moral reasoning				Shows skill with people: coaching, teaching, counseling, motivating and empowering				Possesses the necessary expertise to accomplish all tasks and functions													
Skill development is part of self-development; prerequisite to action		4. TACTICAL		Demonstrates proficiency in required professional knowledge, judgment, and warfighting						YES NO													
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving																							
INFLUENCING		1. COMMUNICATING		YES NO		2. DECISION-MAKING		YES NO		3. MOTIVATING		YES NO											
Method of reaching goals while operating / improving		Displays good oral, written, and listening skills for individuals / groups				Employs sound judgment, logical reasoning and uses resources wisely				Inspires, motivates, and guides others toward mission accomplishment													
OPERATING		4. PLANNING		YES NO		5. EXECUTING		YES NO		6. ASSESSING		YES NO											
Short-term mission accomplishment		Develops detailed, executable plans that are feasible, acceptable, and suitable				Shows tactical proficiency, meets mission standards, and takes care of people/resources				Uses after-action and evaluation tools to facilitate consistent improvement													
IMPROVING		7. DEVELOPING		YES NO		8. BUILDING		YES NO		9. LEARNING		YES NO											
Long-term improvement in the Army its people and organizations		Invests adequate time and effort to develop individual subordinates as leaders				Spends time and resources improving teams, groups and units; fosters ethical climate				Seeks self-improvement and organizational growth; envisioning, adapting and leading													
c. APFT: DATE: HEIGHT: WEIGHT:																							
d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.										YES		NO		NA									
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?																							

NAME	SSN	PERIOD COVERED	
+	PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)		
a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION			
<input type="checkbox"/> OUTSTANDING PERFORMANCE, MUST PROMOTE <input type="checkbox"/> SATISFACTORY PERFORMANCE, PROMOTE <input type="checkbox"/> UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain)			
b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.			
c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.			
PART VI - INTERMEDIATE RATER			
PART VII -SENIOR RATER			
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE			
<input type="checkbox"/> BEST QUALIFIED <input type="checkbox"/> FULLY QUALIFIED <input type="checkbox"/> DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain below)			
		I currently senior _____ officer(s) in this grade A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review <input type="checkbox"/> YES <input type="checkbox"/> NO (Explain in c)	
b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA):	c. COMMENT ON PERFORMANCE/POTENTIAL		
<input type="checkbox"/> ABOVE CENTER OF MASS <small>(Less than 50% in top box; Center of Mass if 50% or more in top box)</small> <input type="checkbox"/> CENTER OF MASS <input type="checkbox"/> BELOW CENTER OF MASS RETAIN <input type="checkbox"/> BELOW CENTER OF MASS DO NOT RETAIN	<div style="height: 150px;"></div>		
+	d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.		